

5 MAY 1975

DBI-1122-72

MEMORANDUM FOR: Deputy Director for Intelligence

SUBJECT : Minority Applicants and the Availability of Slots

1. This memorandum addresses an issue of significant importance, and seeks your consideration of alternative measures or resolutions.

2. The attached chart lists five black applicants for employment and gives a brief description of their backgrounds and qualifications. These applicants have been reviewed by the hiring offices which their backgrounds suggest they would best be suited. These applicants, however, are being rejected. Numerous reasons are given for their rejections, however, the underlying cause is the lack of available TO into which these applicants can be hired. Reviewing each folder in some detail has pointed out to me -- as it has to the hiring offices -- that we are probably getting a better crop of minority applicants now than we have ever gotten. Paradoxically, however, we are not now in a position to hire these fine applicants as we were when we were hiring a lesser quality applicant. The times have changed and perhaps our shallow hiring capability ought to be given some innovative encouragements to take advantage of the present minority labor market. This list of applicants is a sample, other black applicants are being turned down for similar reasons, i.e., no available slots.

3. In your recent meeting with the EEO Advisory Panel you expressed a desire to facilitate the Agency EEO effort and to tackle some of the problems which inhibit our meeting our goals and objectives. As I too have a desire to facilitate our efforts, might I suggest that some thought be given to establishing a small temporary pool of exceptional employees who are hired without a slot until such time as a slot opens up. Or, alternatively, how about relaxing the hiring restrictions in that office where the applicant would be hired.

4. I would be interested in meeting with you to discuss further possibilities for resolving this situation or to work-out any difficulties you may have with such a proposal.

[Redacted Signature]

Assistant to the Director, EEO

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Attachment

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